



St. PETER'S
INSTITUTE OF HIGHER EDUCATION & RESEARCH
(DEEMED TO BE UNIVERSITY u/s 3 OF THE UGC ACT 1956)
Accredited by NAAC with A+ Grade, AICTE Approved and
ISO 9001: 2015 Certified.
AVADI, Chennai – 600 054, Tamil Nadu.



**Achieve gender
equality and
empower all
women and girls**

5.6.8 Inclusive Practices for Transgender and Gender-Diverse Individuals at SPIHER

Our university wants every student and staff member to feel safe, respected, and able to be themselves. This includes everyone who is transgender, non-binary, or gender-diverse. We respect each person's identity and will use the name and pronouns that they ask us to use. We also work to make sure that everyone has access to facilities that match who they are, and that their personal information is kept private.


If a student or staff member is transitioning, we will support them throughout the process. This might include updating records, changing university ID, or helping communicate necessary information to tutors or managers—always with the person's consent. We expect everyone on campus to behave respectfully. Bullying, harassment, or discrimination based on someone's gender identity or expression is not acceptable here, and the university has clear processes for reporting and addressing any issues. We also provide training and resources to help staff understand how to create an inclusive environment for transgender and gender-diverse people.



St. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Deemed to be University U/S 3 of the UGC Act, 1956)
AVADI, Chennai – 600 054. Tamil Nadu.

Phone: 044-26558080-84
E-mail: registrar@spiher.ac.in
Website: www.spiher.ac.in

Gender Policy

Policy Created on:	01/07/2020	Approved by:  REGISTRAR
Revision 1	05/07/2023	
Revision 2	01/02/2024	



Registrar
St. Peter's Institute of Higher Education and Research
(Deemed to be University U/S 3 of the UGC Act, 1956)
Avadi, Chennai-600 054.

SDGs directly supported:

- SDG 5 Gender Equality
- SDG 10 Reduced Inequalities

SDGs Indirectly supported SDGs

- SDG 9 Industry, Innovation and Infrastructure
- SDG 4 Quality Education



KINDEL • INSPIRE • INNOVATE

St. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH

(Deemed to be University U/S 3 of the UGC Act, 1956)

Avadi, Chennai – 600 054, Tamil Nadu.

Phone: 044-26558080-84/26558090 Fax: 044-26555430

E-mail: registrar@spiher.ac.in

Website: www.spiher.ac.in

GENDER POLICY

Introduction:

St. Peter's Institute of Higher Education and Research (SPIHER) is committed to completely eliminate gender discrimination. The Institute is committed to promoting equality, eliminating discrimination, and ensuring fair treatment for all members of its community. The principle of equality and non-discrimination ensures human rights are exercised by each and every member of the Institute regardless of gender, nationality, place of residency, sex, ethnicity, religion, color and disability, economic and social strata. The Institute promotes equal participation in leadership and economic opportunities for women and works for the welfare of the student and faculty towards preparing them in to competent professionals to take up greater challenges in the academic sphere. Women academicians and administrators head various Departments/ Centres of the Institute on par with men. SPIHER provides safe and secure work environment that is free from any discrimination in line with its policy of zero tolerance to sexual harassment. Merit and non-discrimination in all aspects are followed in recruitment of staff and admission of students to the Institute. The Institute values diversity as a strength that enriches learning, teaching, research, and campus life. The Institute strives to ensure that every individual has an equal opportunity to participate in, contribute to, and benefit from all aspects of the Institute life.

Objectives of the Policy:

- To promote gender awareness and sensitivity.
- To create awareness about gender sensitivity and inclusivity among students, faculty, and staff.
- To ensure gender equality and equal participation and eliminate gender-based discrimination in all academic and administrative activities.
- To uphold equal rights and opportunities for all genders.
- To strengthen protection and grievance redressal mechanisms.

- To promote merit-based and non-discriminatory practices.
- To stand-in an inclusive and respectful environment.
- To comply with all applicable statutory provisions such as the University Grants Commission (UGC) Regulations, POSH Act 2013, and related laws.

SCOPE

This policy applies to:

- All Current and Prospective Students
- All Academic, Administrative, and Support Staff
- All Visitors, Contractors, And Volunteers
- All University-led, Sponsored or Affiliated Programs, Activities, and Events and covers all aspects of University operations including admissions, employment, teaching and learning, research, campus services, housing, and participation in student life.

POLICY STATEMENT

1. Prohibits discrimination, harassment, or victimisation on the grounds of ethnicity, religion or belief, disability, immigration status, or gender.
2. Ensures equal access to education, employment, facilities, and services for all members of the Institute community.
3. Provides reasonable support to individuals with disabilities or specific needs.
4. Respects and accommodates religious and cultural practices, provided these are consistent with the principles of equality, safety, and academic integrity.
5. Recognises gender diversity and commits to supporting individuals' rights to express their gender identity freely.
6. Protects individuals' rights regardless of immigration or citizenship status, within the limits of applicable law.
7. Promotes an environment of mutual respect, inclusivity, and dignity in all interactions and activities.

Implementation of the Policy:

- Constitution of the Internal Complaints Committee (ICC) to monitor the issues relating to sexual harassment at work place by periodical meetings.
- Conduct of Workshops and Seminars to sensitize and recognize the potential and capabilities of the women and make the women themselves realize and assertive of their capacities and skills and get mainstreamed their needs, concerns, demands and move

towards gender equality.

- Steps to create, support systems to reduce the gender gap in academic and administrative domains by establishing Gender Champions, Centre for Women Empowerment, Equal Opportunity Cell, Counselling facilities and Students Clubs with equal representation of boys and girls.
- Recruitment policy is to ensure merit and without any discrimination in the selection of staff in teaching and administration according to the Constitution of India.
- Admission policy is to ensure the enrolment of students to various programmes of study on merit and without any discrimination as per the norms of statutory bodies.
- The Gender Equity Policy shall be published on the university website and displayed on notice boards.
- Orientation programs for new students and employees shall include sessions on gender sensitization and Institute policies.

REPORTING, COMPLAINTS, AND RESOLUTION

Any individual who believes they have experienced discrimination or harassment based on ethnicity, religion, disability, immigration status, or gender may submit a formal complaint through the Institute's Complaints or Grievance Procedures. All reports will be handled with sensitivity, fairness, and confidentiality. The Institute will take prompt and appropriate action in response to any substantiated complaint.

MONITORING AND REVIEW

The Institute will regularly review policies, procedures, and data to ensure compliance and effectiveness. An annual report will be submitted to the Institute authorities outlining progress and areas for improvement. This policy will be formally reviewed every three years, or sooner if legislative or institutional changes occur incorporating the feedback from the students and staff.

01.02.2024



REGISTRAR



Registrar
St. Peter's Institute of Higher Education and Research
(Deemed to be University U/S 3 of the UGC Act, 1956)
Avadi, Chennai - 600 054.

“Policy on Gender created in 2020 and revised on 01.02.2024, reinforcing SPIHER’s commitment to equality, inclusiveness, and a discrimination-free campus environment.”

SPIHER Commitment to Transgender Respect and Safety

SPIHER is committed to making sure everyone on campus feels safe, respected, and included, no matter their gender identity or how they express it. Transgender and gender-diverse students, staff, and visitors have the right to be treated with dignity, to be called by the name and pronouns they choose, and to learn and work without facing discrimination or harassment. They may use the restrooms, locker rooms, and other facilities that match their gender identity, while private options are available for anyone who prefers them. SPIHER will update names and gender details in campus records whenever possible, and personal information about someone’s gender identity or transition will always be kept confidential. Support is available through student services or HR for anyone who needs help during their

transition, and the campus will continue educating staff and students on how to maintain a respectful and inclusive environment. If discrimination or bullying occurs, SPIHER encourages individuals to report it, and the campus will respond quickly and fairly to resolve the issue.



St. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Deemed to be University U/S 3 of the UGC Act, 1956)
AVADI, Chennai – 600 054, Tamil Nadu.

Phone: 044-26558080-84
E-mail: registrar@spiher.ac.in
Website: www.spiher.ac.in

EQUALITY AND NON-DISCRIMINATION POLICY

Policy Created on:	01/07/2020	Approved by:
Revision 1	01/02/2024	
		REGISTRAR



Registrar
St. Peter's Institute of Higher Education and Research
(Deemed to be University U/S 3 of the UGC Act, 1956)
Avadi, Chennai-600 054.

SDGs directly supported:

- SDG 5 Gender Equality
- SDG 10 Reduced Inequalities

SDGs Indirectly supported SDGs

- SDG 9 Industry, Innovation and Infrastructure
- SDG 4 Quality Education



St. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH

(Deemed to be University U/S 3 of the UGC Act, 1956)

Avadi, Chennai – 600 054. Tamil Nadu.

Phone: 044-26558080-84/26558090 Fax: 044-26555430

E-mail: registrar@spiher.ac.in

Website: www.spiher.ac.in

EQUALITY AND NON-DISCRIMINATION POLICY

Introduction:

The Institute is committed to promoting equality, eliminating discrimination, and ensuring fair treatment for all members of its community. This policy establishes the Institute's commitment to provide an inclusive environment where no individual is disadvantaged nor discriminated against, on the grounds of ethnicity, religion, belief, disability, immigration status or gender.

The Institute values diversity as a strength that enriches learning, teaching, research, and campus life. The Institute strives to ensure that every individual has an equal opportunity to participate, contribute, and benefit from all aspects of Institute life.

SCOPE

This policy applies to:

- All Current and Prospective Students
- All Academic, Administrative, and Support Staff
- All Visitors, Contractors, And Volunteers
- All University-led, Sponsored or Affiliated Programs, Activities, and Events and covers all aspects of the Institute including admissions, employment, teaching and learning, research, campus services, housing, and participation in student life.

Objectives of the Policy

1. To prohibit discrimination, harassment, or victimisation on the grounds of ethnicity, religion or belief, disability, immigration status, gender including transgender.
2. To ensure equal access to education, employment, facilities, and services for all members of the University community.
3. To provide reasonable accommodations and support to individuals with disabilities or specific needs.

4. To respect and accommodate religious and cultural practices, provided these are consistent with the principles of equality, safety, and academic integrity.
5. To recognise gender diversity and commit in supporting individuals' rights to express their gender identity freely.
6. To protects individuals' rights regardless of immigration or citizenship status, within the limits of applicable law.
7. To promotes an environment of mutual respect, inclusivity, and dignity in all interactions and activities.

RESPONSIBILITIES

Provide oversight and ensure institutional compliance with equality obligations.

Vice-Chancellor / President:

Ensure leadership commitment, accountability, and resource allocation for effective implementation.

Deans and Directors

Promote and monitor adherence to this policy in their respective areas.

All Staff and Students

Treat others with respect and dignity, and actively contribute to maintaining an inclusive environment.

Implementation of the Policy

The Institute provides training and awareness programs on equality, inclusion, and unconscious bias and ensures accessible facilities and learning materials for individuals with disabilities. The Institute incorporates inclusive design in communications, curriculum, and events and monitors recruitment, admissions, and participation data to identify and address inequalities if any. The Institute ensures to support religious observance through designated spaces and reasonable accommodations where necessary. Gender diversity is supported through inclusive language, policies, and facilities. The Institute regularly review policies, procedures, and data to ensure compliance and effectiveness. An annual report will be submitted to the Institute authorities outlining progress and areas for improvement. This policy will be formally reviewed every three years, or sooner if legislative or institutional changes occur.

REPORTING, COMPLAINTS, AND RESOLUTION

Any individual who believes they have experienced discrimination or harassment based on ethnicity, religion, disability, immigration status, or gender may submit a formal complaint through the University's Complaints or Grievance Procedures. All reports will be handled with sensitivity, fairness, and confidentiality. The Institute will take prompt and appropriate action in response to any substantiated complaint.

01.02.2024



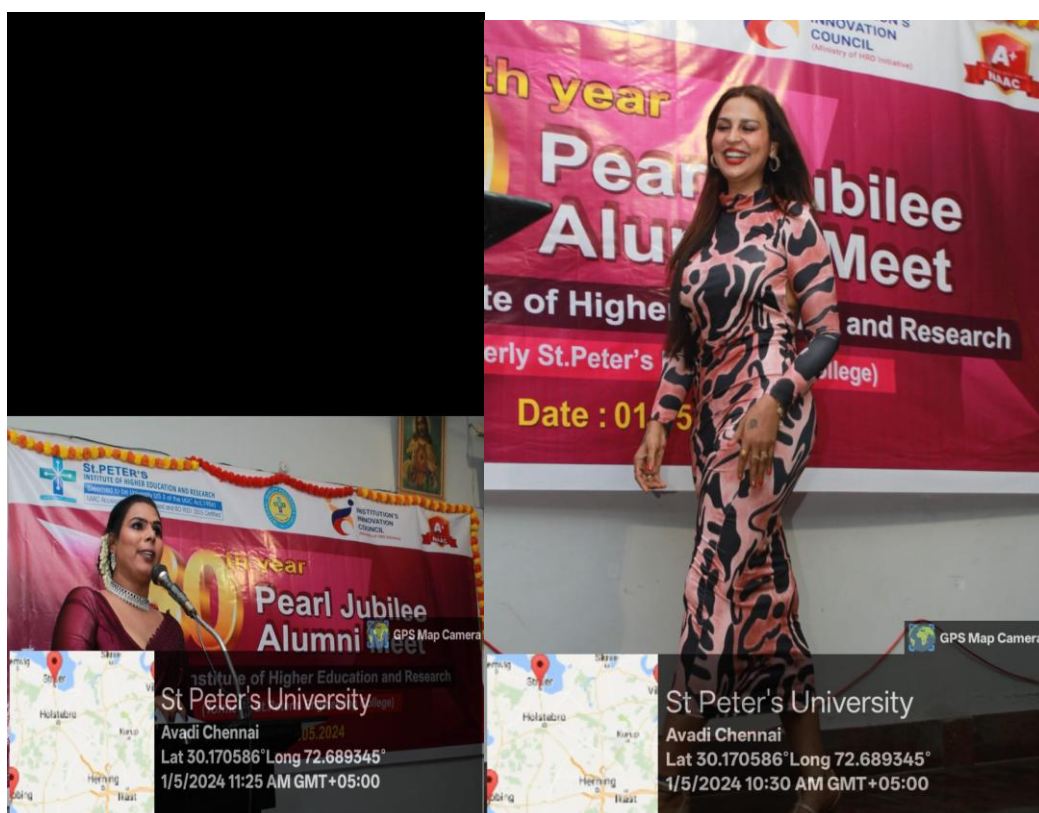
REGISTRAR



Registrar
St. Peter's Institute of Higher Education and Research
(Deemed to be University U/S 3 of the UGC Act, 1956)
Avadi, Chennai - 600 054.

“Policy on Equality and Non-Discrimination created in 2020 and revised on 01.02.2024, reaffirming SPIHER’s commitment to fairness, inclusivity, and a bias-free campus environment.”

SPIHER is committed to providing a safe, welcoming, and fair environment for everyone on campus, and does not tolerate discrimination of any kind. All students, staff, and visitors are entitled to equal treatment regardless of their gender identity, gender expression, race, religion, caste, ethnicity, disability, sexual orientation, or any other personal characteristic. The campus strives to ensure that every individual is treated with dignity and respect in classrooms, workplaces, and all campus activities. Harassment, bullying, or unfair treatment is strictly prohibited, and anyone who experiences or witnesses such behaviour is encouraged to report it through the established grievance channels. SPIHER will handle all reports promptly, confidentially, and without retaliation, reinforcing its commitment to maintaining an inclusive and supportive learning environment for all.



“Transgender Representation and Leadership at the SPIHER Alumni Gathering held on 01.05.2024”

Conclusion

At the SPIHER Alumni Meet, a transgender speaker took the stage and delivered an inspiring and heartfelt speech that highlighted the importance of inclusion, dignity, and equal opportunity for all. Standing confidently at the podium, she represented both the strength and resilience of the transgender community and the supportive spirit of the institution. Her presence and message added meaning to the event, reminding everyone that alumni gatherings are not only celebrations of academic growth but also moments to honour diversity and progress. The audience listened with respect and appreciation as she shared her experiences, contributing to a memorable and empowering occasion for the entire SPIHER family.